



MODERN SLAVERY STATEMENT

This statement is made pursuant to Canada's *An Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") and sets forth the steps Resilience Biotechnologies Inc. (the "Company" or "we") has taken to ensure that forced labour and child labour are not taking place in our business or supply chains for the year ending December 31, 2024.

1. Structure, Operations and Supply Chain

The Company, incorporated in Canada on July 29, 2020, is a wholly owned subsidiary of the U.S. incorporated company, National Resilience, Inc., a technology-focused biomanufacturing company dedicated to broadening access to complex medicines. The Company has a biomanufacturing facility in Mississauga, Ontario that provides process and analytical development, scale up, drug substance and drug product manufacturing for a variety of medicines.

The Company's supply chain consists of 530 product suppliers providing direct/indirect goods, parts, equipment and services and 331 non-product suppliers located in 24 countries.

2. Policies, Governance and Due Diligence Processes

We are committed to acting with the highest ethical standards in all of our business dealings, complying with applicable laws and acting responsibly when dealing with employees, customers and suppliers. We strive to work at the highest professional standards and to comply with all applicable laws, regulations and standards to our business and expect the same from our suppliers and business partners.

We have existing policies containing provisions which contribute to mitigating the risk of forced labour and child labour taking place in any part of our business or supply chain, including:

- Global Code of Business Conduct (the "Code"). The Code applies to all directors, officers, employees and third-party personnel (i.e., contractors, contingent workers and consultants) and sets forth acceptable approaches and behaviors for how to conduct business with integrity.
- Workplace Harassment, Workplace Sexual Harassment, Workplace Violence, and Discrimination Policy and Investigation Procedure. This policy defines what is deemed workplace harassment, workplace sexual harassment, workplace violence and discrimination and outlines the obligations and procedures regarding these issues.

While we did not have a Third Party Code of Conduct in place in 2024, one is currently in the process of being implemented. This Third Party Code of Conduct will set forth our expectations for every individual, company, association, partnership, or other entity retained to act on behalf of or for the benefit of the Company, including any supplier wishing to do business with us. Among other things, our Third Party Code of Conduct will require suppliers to comply with all applicable laws, regulations, standards and codes and other requirements prohibiting forced labour and child labour.

In 2025, we began utilizing Dun & Bradstreet's Compliance Intelligence Tool which includes a high-level indicator related to forced labour and child labour considerations for any third party that meets defined risk-based criteria.

3. Assessing and Managing Our Risk

Beyond the policies listed above, the Company has not yet taken action to identify parts of its activities and supply chains that carry a risk of forced labour or child labour.

As we implement the Third Party Code of Conduct, we intend to assess our risks of forced labour and child labour in our business and supply chains.

4. Remediation Measures

While the Company has not yet taken specific measures to remediate any forced labour or child labour in its activities and supply chains, and accordingly no measures were taken to remediate the loss of income to vulnerable families, our Code includes guidance on how individuals can report known or suspected violations of the Code. Additionally, individuals who do not comply with our Code are subject to discipline measures, which may include without limitation termination of employment.

5. Training

While the Company does not yet provide training to employees on forced labour and child labour, the Company's employees receive regular training on our policies. All new employees are assigned mandatory learning campaigns on their first day, including training on our Code. On an annual basis, all employees are required to review and certify their compliance with our Code.

Our Third Party Code of Conduct will also include a requirement that our suppliers have effective training in place to communicate the expectations outlined in our Third Party Code of Conduct to all relevant parties and will require them to participate in relevant Company training.

6. Assessing Effectiveness

While we have policies in place to help mitigate the risk of forced labour and child labour used in our operations and supply chains, we have not yet taken actions to assess the effectiveness of those policies.

At a later stage we intend to assess the effectiveness of those policies and any future policies and actions in preventing and reducing risks of forced labour and child labour in our business and supply chains.

7. Approval

This statement was approved by directors of the Company on May 13, 2025, for the financial year ending December 31, 2024, in accordance with section 11(4)(a) of the Act

I have the authority to bind Resilience Biotechnologies Inc.

Signed by:

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William S. Marth
Director
May 13, 2025